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CAREER SERVICE COMMITTEE 19th
MEETING

19th Meeting
18 February 1952

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16 February 1952

AGENDA

FOR

CAREER SERVICE COMMITTEE

19th Meeting, Monday, 18 February 1952, 4:00 P.M.

1. Consideration of minutes of 18th meeting on 12 February 1952. (attached)
2. Consideration of "Declaration of Intent" and "Certification of Selection". (see attached)
3. Consideration of "Recommendations Concerning Pay for Various Types of Hazardous Duty" dated 7 February 1952 from the Working Group on Career Benefits. (see attached)
4. Consideration of "Continuance of Pay and Allowances" dated 15 February 1952 from the Working Group on Career Benefits. (see attached)
- X 5. Discussion of visit on Wednesday, 20 February 1952, of [REDACTED] for consultation on Career Service matters. (see attached)

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27 March 1952

MINUTES OF 19th CAREER SERVICE COMMITTEE MEETING

18 February 1952 - 4:00 P.M.

Present: Matthew Baird - Director of Training
Kingsman Douglass - AD/OCI
[REDACTED] DAD/OSO
[REDACTED] - Executive Secretary

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1. In the absence of General Davison, Colonel Baird acted as Chairman.
 2. The minutes of the 18th meeting of 12 February 1952 were approved as distributed.
 3. There was lengthy discussion of the proposed "Declaration of Intent" to make a career of employment with CIA. The following were recognized:
 - a. That a document such as the one proposed would have no binding effect on the individual signing it and was legally unenforceable.
 - b. That an individual could not bind himself for the indefinite future.
 - c. That after signing such a document, the situation in which an individual found himself would inevitably change and, therefore, the "Declaration of Intent" could not be regarded as valid throughout the whole lifetime of an individual. It would have to be brought "up-to-date" from time to time.
 - d. That, for the reasons given in b. and c. above, serious, high-minded and overconscientious individuals might be unwilling to sign such a document even though they did have all reasonable intent.
 - e. That, on the other hand, other individuals might sign such a document with their tongues in their cheeks, without reasonable intent, realizing that when the chips were down, it was unenforceable and no real penalties could be imposed.
 - f. That in view of the fact that such a body of regulations as the Articles of War could not be implied to civilians, the compliance of an individual with an order and the willingness to carry it out were all important.
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- g. That, for the reasons given in f. above, assignment to various duties and to various situations would have to be on a persuasive and voluntary basis and that, in any case, it was unsound management practices to force an individual to carry out duties for which he had violent distaste or actually disagreed with.

In view of the complex nature of the problem, the Committee agreed to remove from the "Declaration of Intent" any reference to overseas service and further agreed to table the document for further discussion.

h. Items 3 and 4 on the Agenda were not reached ("Hazardous Duty" and "Missing Persons Act") and were tabled for consideration at a future meeting.

5. [REDACTED] requested that a summary, in briefest possible form, be prepared of the issues and problems which were involved in the activation of the Career Service Program in order that an overall resume of the problem might be at hand.

6. The Committee agreed to meet again at the call of the Chairman.

7. The meeting adjourned at 5:00 P. M.

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